

City of Fargo

Employee Engagement Survey Comments

Engineering

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SUBMITTED BY:

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What is one thing you would recommend to make your Department a better place to work?

1. More educational opportunities.
2. Find good people that want to do a good job. Get rid of the people that don't care about doing a good job.
3. pay gap is huge between upper management and employees
4. More things to do in the winter. Trainings, seminars, conferences, learning experiences, etc. More communication. More follow through. Less closed door conversations and more openness.
5. I think sharing more information on how things are put together like the CIP. The more people that know, the better stories we can all tell to our community.
6. More common sense at the very top
7. equalism
8. Eliminate the petty office drama
9. Previously, two main individuals attended meetings and shared relevant information with the team. This approach helped maintain focus and efficiency. Recently, more staff are attending meetings that are not always essential to their roles. This is impacting: (1) - Timely completion of work (2) - Staff availability for guidance and support (3) - Overloading of capable staff with additional tasks A more focused meeting strategy would help improve productivity and balance workloads.
10. More transparency from City leaders and Department Heads on topics that impact the workplace.
11. Provide better training rather than the self-learning process the department currently utilizes.
12. Leadership agrees to take on additional workload from external parties, outside the Cities responsibilities, then turns around and dumps that workload onto their subordinates.
13. Nothing, I like our Department.
14. Employee appreciation from supervisor to management
15. The city focus should be on the work, workplace and advancement. Anyone topped out level and pay shouldn't be a footnote in budget discussions. My age shouldn't mean I can't advance through use of technology when those opportunities are money based decisions. Never being a supervisor shouldn't mean the only choice is someone who has that experience. Blatant favoritism decisions should lead to firings.
16. Better ability to work remotely, and get rid of the constant fan/white noise in City Hall.

Please share any additional feedback:

17. Degrees do not equal smarts or common sense which is lacking on many that are in management positions. However that's all the City cares about and rewards.
18. As I watch all the employees in the building work so very hard to serve our residents, it is very frustrating to watch our Commission want to micro manage and turn everything into a political stunt. It is really hard to take a lot of pride in the work when you see some of the political posturing going on with various items employees are doing the best job they can with what they have. Not everything has to be so polarizing by the elected.
19. Get rid of consultants, the city employees end up doing most of the work anyway. That would reduce expense by alot.
20. Increased collaboration and support among staff would significantly improve our ability to provide quality service. Unfortunately, delays in getting responses to questions, or receiving no responses at all, hinder our work. Even while actively working on projects for certain individuals, I often don't receive returned calls or emails. This leads to feelings of being undervalued and dismissed, as though my concerns are trivial while also negatively impacting my professional reputation. A career that once seemed full of potential now feels stagnant. Should I choose to remain employed with the City of Fargo, I see no foreseeable change in sight. Opportunities for professional growth appear to be managed rather than encouraged. I've repeatedly experienced behavior from my direct supervisor that I would categorize as discriminatory, undermining, and microaggressive. So frequently, in fact, that I've lost count. I've also experienced comments from them about making "stupid money," and am aware of this same remark being shared with other City staff at a lower pay grade. This, along with being treated as a terminal employee, is quite discouraging. I feel like I'm being nudged toward early retirement. Something shared by multiple former employees who left earlier than planned due to similar treatment. My long-standing commitment to the City, including experience gained through training and years of hard work under amazing historical leadership, now feels forgotten. Contributions such as working long hours during floods, weekends, and in extreme conditions seem to hold little value. In contrast, newer, younger employees who appear to be the City's current focus often lack the same level of commitment and willingness to go the extra mile. Cost of living adjustments have historically lagged behind inflation, as confirmed by multiple studies the City has paid for over the years. Other local government agencies seem to be doing more to support their employees financially. Expanding the pay grade step increases and using the available voids in the employee structure would go a long way for committed staff in a similar situation. While a healthy work/life balance is important, it appears to be out of balance itself. Though it's valuable to maintain a positive and enjoyable workplace, a lack of professionalism has crept in. It's particularly discouraging to see employees who engage most in horseplay receive promotions. Working remotely seems, at

times, misused and is not an option for several staff. I believe it negatively affects our office culture.

21. The on-boarding process needs to be improved from the HR level all the way through the department level. Things that should be gone through better: City policy manual, safety policies, benefits, retirement, how to handle vehicle accidents, how to handle medical emergencies and workplace injuries, how to handle FMLA requests, and when are they needed, department specific policies. Some of these should be at the HR level, some at the department level, and some such as safety should be at both the HR level and the department level. The pay study that recommended raises and extending pay grades, did so for a reason - to stay competitive and to recognize the value employees bring to the organization. When it was shelved it makes me feel that investing in the work force isn't a priority. Over time that will get you a workforce of people just collecting a paycheck, not because they don't care, but because they no longer feel motivated to do more than the minimum. Implementing the plan, or even keeping it relevant, would show that leadership is serious about the value of its workforce, which would lead to better retention and recruitment of peers. It's not 100% about the money, but about feeling seen, supported, and valued. I appreciate having a flexible work schedule, but there is abuse of the flexibility.
22. I feel that parking under city hall should be reviewed and treated equally. It shouldn't be determined by departments. This is where longevity should be acknowledged. It's frustrating to see new employees parking there when many other employees have been employed for many years and still do not have an opportunity to park there.
23. The HR department needs to reviews pay scales and advancement more closely. Too much is being over looked.
24. I wish that City employees had the same rights as Fargo residents to participate in Commission's discussions on things like budget and social issues. Even though I am not a Fargo resident, these things impact me as an employee just as much if not more than they impact residents.